



HARRIS COUNTY

BUDGET MANAGEMENT DEPARTMENT

(713) 274-1100
 1001 Preston St. #500 Houston TX 77002
<http://budget.harriscountytexas.gov/>

COVID-19 Agenda Item

		YES	NO	ABSTAIN
September 29, 2020	Judge Lina Hidalgo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comm. Rodney Ellis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To: County Judge Hidalgo, and Commissioners Ellis, Garcia, Radack, and Cagle	Comm. Adrian Garcia	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comm. Steve Radack	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Comm. R. Jack Cagle	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fm: Shain Carrizal <i>HSC</i>				
Re: Compensation of County Employees Responding to COVID-19 and Temporary Amendment to the Harris County Personnel Policies and Procedures				

In response to the COVID-19 pandemic, Human Resources & Risk Management recommends extending the following items as previously approved by Commissioners Court:

- Authorization allowing employees to be paid for all hours worked directly related to the response and recovery of the COVID-19 pandemic for the period of October 10, 2020 – October 23, 2020.
- Temporarily amend Section §9.0112 of the Harris County Personnel Policies and Procedures to suspend the 75-day benefit waiting period for new employees until October 31, 2020. New regular position employees will be eligible for group health benefits the first day of the pay period following 7 days of continuous employment.

Thank you for your consideration.

Presented to Commissioners Court

Attachment

September 29, 2020

Approve: G/E

ORDER OF COMMISSIONERS COURT

The Commissioners Court of Harris County, Texas, convened at a meeting of the Court virtually, September 29, 2020 with all members present except none

A quorum was present. Among other business, the following was transacted:

ORDER AUTHORIZING THE EXTENSION OF THE PERIOD FOR EMPLOYEES TO BE PAID FOR ALL HOURS WORKED DIRECTLY RELATED TO THE RESPONSE AND RECOVERY TO THE CORONAVIRUS (COVID-19) PANDEMIC FROM OCTOBER 10, 2020 THROUGH OCTOBER 23, 2020 AND TEMPORARY AMENDMENT TO THE HARRIS COUNTY PERSONNEL POLICIES AND PROCEDURES IN RESPONSE TO COVID-19

Commissioner A. Garcia introduced an order and moved that Commissioners Court adopt the order. Commissioner Ellis seconded the motion for adoption of the order. The motion, carrying with it the adoption of the order, prevailed by the following vote:

	Yes	No	Abstain	Presented to Commissioners Court
Judge Lina Hidalgo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	September 29, 2020
Comm. Rodney Ellis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Approve: G/E
Comm. Adrian Garcia	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Comm. Steve Radack	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Comm. R. Jack Cagle	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

The meeting chair announced that the motion had duly and lawfully carried, and this order was duly and lawfully adopted. The order adopted follows:

IT IS ORDERED that:

1. Harris County and Harris County Flood Control District employees be paid for all hours worked directly related to the response and recovery efforts for the Coronavirus (COVID-19) Pandemic for the period of October 10, 2020 through October 23, 2020.
2. Only work expected to be reimbursed through FEMA's Public Assistance Program or other sources should be considered under this Order. Departments should consult with Human Resources & Risk Management before paying employees for all hours worked to determine if it is expected to be reimbursed by FEMA or other sources.
3. Temporary Amendment to the Harris County Personnel Policies and Procedures be made as follows:
 - a. Section §9.0112 - The 75-day benefit waiting period for new employees will be temporarily suspended until October 31, 2020. New regular position employees will be eligible for group health benefits the first day of the pay period following 7 days of continuous employment.
4. All Harris County officials and employees are authorized to do any and all things necessary or convenient to accomplish the purpose of this Order.